



25 February 2025

Dear Dr.Prakash,

Based on our Q2FY25 Earnings results, the FY25 Mid-Year Advance is paying out at 50%.

We want to thank you for everything you’ve done to bring value to our company this fiscal year. Please find your Mid-Year Advance Bonus details below.

Sincerely,

Komala Sandhya Nimmagadda

Bonus Details

| Effective Date | Bonus Plan | Currency | Mid-Year Advance Bonus Amount |
|----------------|------------|----------|-------------------------------|
| 1 Mar 2025 | Cisco | INR | 112,890.56 |

Bonus Calculation for Mid-Year Advance (July 29, 2024 to Jan 24, 2025)

| Bonus Plan | Eligible Earnings for Mid-Year Advance* | Pro-rated Bonus % for Mid-Year Advance** | | Mid-Year Advance Target | Mid-Year Advance Bonus Amount | |
|------------|---|--|------|-------------------------|-------------------------------|------------|
| Cisco | 3,225,444.38 | X | 7.0% | X 50.0% | = | 112,890.56 |

***Eligible Earnings For Mid-Year Advance**
Cisco Bonus: Annualized salary of employee. Affected by salary change, hire/rehire date, leave of absence, time in bonus plan, full time/part time status and international transfer in the process period (July 29, 2024 to January 24, 2025).

****Prorated Bonus % for Mid-Year Advance**
Cisco Bonus: Annual bonus target %. Affected by bonus plan target changes in the process period such as promotions.

Visit Employee Rewards at <https://cisco.com/go/emp-comp> to learn more about the Mid-Year Advance Bonus Program.

The final balance of any fiscal year incentive plan payment is contingent upon Cisco meeting its annual financial goals and the terms and conditions of the discretionary incentive plan, including manager discretion and individual performance, and will be paid after the close of the fiscal year.